

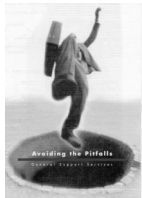


# ***Risky News***

**VOL. 11, NO. 2**

**EDITOR: TOM BELL**

**OCTOBER 2000**



## **ANNUAL RISK MANAGEMENT CONFERENCE**

You may still have time to sign up for the Annual Risk Management Conference to be held October 13, 2000 at the Arvada Center. Registrations will be accepted until October 6, 2000.

The registration form is available on-line at: [http://www.state.co.us/gov\\_dir/gss/hr/risk/Registration2000.pdf](http://www.state.co.us/gov_dir/gss/hr/risk/Registration2000.pdf)

You can fill out the form and fax it to Risk Management at 303-894-2409.

Workshop topics for this year's conference include: Domestic Violence at Work, State Insurance Policies, Worker's Compensation – Cultural and Other Issues, De-Stressing the Workplace, More Workplace Hazards, Drowsy Drivers and Fatigued Workers, Ergonomic Demonstrations, and Office Romance and Sexual Harassment claims.

The workshops provide valuable information for employees at all levels of your organization, but should be especially useful for managers, supervisors and persons who have responsibility for risk management program areas of safety, workers' compensation, property management and accident reporting. Executive level managers are urged to attend any or all sessions since high numbers of claims impact department budgets. Risk Management is everyone's responsibility.

The Arvada Center for the Arts and Humanities is located in a park-like setting at 6901 Wadsworth Boulevard, Arvada, Colorado. The center is north of I-70 from the Wadsworth Boulevard exit. There is plenty of free parking and easy accessibility to all areas of the facility.



## **ON-LINE TRAINING**

The Colorado State Risk Management Office will soon be "beta testing" three new on-line training seminars. We are interested in your feedback on these seminars so please try them out when they are available.

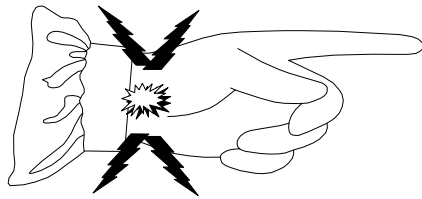
The three training seminars that will be available will be Confined Space, Repetitive Motion and Workplace Violence. All three include a quiz at the end to test your knowledge of the materials covered in the seminar. Seminars will be available soon at the Risk Management website at the following address: [http://www.state.co.us/gov\\_dir/gss/hr/risk/riskindex.htm](http://www.state.co.us/gov_dir/gss/hr/risk/riskindex.htm)

These will be the first three seminars of a wide variety of training topics if these work out well. Future seminar offerings may include seminars developed in-house or from outside vendors.

Please send your comments on these new seminars to [Brenda.Hardwick@state.co.us](mailto:Brenda.Hardwick@state.co.us)

### **Other Risk Management Website Updates**

The State Risk Management Website is continuously updated to bring you the latest information. Current updates include the Annual Seminar, which has the agenda and registration form available for you to download. The website now has a Workers Compensation Frequently Asked Questions page and a new page on Builder's Risk property insurance coverage. The Risk Management website is at [http://www.state.co.us/gov\\_dir/gss/hr/risk/riskindex.htm](http://www.state.co.us/gov_dir/gss/hr/risk/riskindex.htm)



## C.T.D. UPDATE

### **National Study Finds Computer Workers At Risk for Stress Injuries; Poor Workstation Setup, Postural Habits, Equipment are Leading Factors**

The Office Organix national study shows a computer work force of 18 million Americans at significant risk from repetitive stress injuries (RSIs) including carpal tunnel syndrome (CTS) and lower back injuries. The survey identified four common workplace risk categories: poor workstation layout; inadequate office equipment; unhealthy postural habits; and low worker expectations about office comfort.

Conducted over a 24-month period, the Office Organix study sampled computer office workers across the country. Completed questionnaires were either returned by mail or filed electronically. Respondents came from every state, age group, office size (SOHO offices with 1-9 workers to major corporate work centers of 500 and up employees) and included many job titles.

Despite significant press given to OSHA proposed requirements, the work force is ill equipped and at risk. Stress injuries cost real dollars; the personal pain is real and lost productivity is real," said Office Organix President Michael Grossman.

Poor workstation setup heads the list of safety problems discovered. 51.2% place keyboards too high contributing to neck, shoulder, and wrist stress, leading Carpal Tunnel Syndrome causes. The monitor is placed too high in 65% of workers, contributing to neck and shoulder stress. 26.6% place monitors off at an angle instead of the straight ahead preferred position. 39.2% place the monitor too close, a factor helping to explain why 68.0% experience blurred vision and frequent monitor headaches (42%), blurred vision, dry burning eyes, delayed focus, or altered color perceptions, a collective condition known as CVS (Computer Vision Syndrome). 47.8% cradle the

phone between the head and shoulder during phone calls instead of using a headset.

Excessively bright, high-glare offices were another frequent finding. 53% experience monitor glare from office lights, sunlight, or window glare. The tendency here is to unconsciously shift body position to avoid monitor glare contributing to neck, shoulder and back stress.

Especially dangerous over time, 51.2% of respondents report when keyboarding they support the upper body by resting on their wrists. This places dangerous strain on the vulnerable carpal tunnel area. 34.4% continue to tightly clutch the mouse when it is not in use.

"A real red flag is that 59.8% suffer from wrist pain during computer work. However, the good news is that this is down slightly from the 62.6% reported in the 1998 study," said Grossman. The cost to business from carpal tunnel syndrome absenteeism alone frequently exceeds \$50,000.00 per employee when wrist surgery is required. "The surgery is ineffective in about one-fifth of the cases," Grossman said.

In addition there are also hidden costs -- for example, when a valuable employee must be moved to a less keyboard intensive job and a new employee found and trained to replace him or her. "The key issue is that much of the costs absolutely could be avoided with simple changes in equipment placement and employee involvement in ergonomics," Grossman said. "This is a classic case of an ounce of prevention."

Even in the new millennium, the computer office is more machine than human friendly. Most have minimally adjustable furniture despite the fact that 20.4% of workers report they share a desk with others. 56.1% work in chairs with no height adjustment ability and 45.8% have non-height adjustable chair arms. Predictably, of 49.2% reporting frequent back pain, most had minimally adjustable office chairs. Height adjustable desks are rare too, (86%).

Almost half of workers polled (49.7%) ignore recommendations to take computer stress prevention breaks. Over 60% describe themselves as sitting for hours at a stretch immersed in the monitor. Postural attitudes are frequently archaic. 89.8% were taught

that sitting up straight and rigid exemplifies good posture. Ergonomics teach that a more fluid posture is healthier and promotes circulation.

Finally, workplace attitudes and passivity contribute to unhealthy computer office environments. 30.6% of workers believe an office is uncomfortable inherently. 10.7% think adjustable desks and chairs should go only to top executives.

As a public service, Office Organix provides free interactive office setup and posture tips at its web site. Keyboarders can obtain this by answering 27 questions about their keyboarding habits and office setup. The site instantly returns tailored tips, specific to each respondent's needs. If a participant's answers indicate evidence of the early warning signs of an RSI injury, they are warned to seek professional medical advice.

The Office Organix website, <http://www.officeorganix.com>, includes a Directory of Ergonomic Professionals organized regionally. The list is non-biased, a public service only, and no payment is taken for professional listings. A free pamphlet recommended by OSHA and published by Office Organix, The User Friendly Office, covers many aspects of the healthy office from lighting to posture to exercise to keyboarding habits to equipment layout and more. It may be requested at the website. The Office Organix catalog offers ergonomic equipment, accessories, solutions, and workstations. It is offered without cost at the web site or with a call to 800-569-9236. Office Organix is located at 47 Farrington Road, Montauk, N.Y. 11954.



## Seven steps to better safety

Victor La Valla, vice president of Fox Integrity Graphics, a Windsor, Connecticut-based graphics communications company, and safety consultant Kevin Richardson of KR Cleaning Systems, Inc., offer seven steps to proactive safety:

- 1) Form your committee. Staff it with representatives from the workforce and management, have it meet on a regular basis, and use it as a conduit for action for employees with concerns.
- 2) Think about fires. Of Fox Integrity's 82 employees, only about five had ever actually used a fire extinguisher. Give every employee a hands-on course with fire extinguishers.
- 3) Know your chemicals. Know exactly what types of chemicals are in your facility and where they are being stored. Make sure all chemicals are in proper containers with proper labeling. Maintain corresponding MSDS sheets for every chemical in case of an emergency.
- 4) Examine your ergonomics. Poor ergonomics will slowly cause major damage to employees' bodies. By the time problems are noticed, it's too late. Many ergonomic fixes are inexpensive.
- 5) Become A-OK with ADA. Recognize your compliance needs. Implement proper signage and spacing to ensure total compliance.
- 6) Be firm. Sometimes employees accept safety changes because they realize the benefits. In other cases, it's not so easy. Sometimes you have to be tough. Make sure employees heed the changes that are being suggested.
- 7) Understand employee concerns. Work side-by-side with affected employees to make sure they are comfortable with any changes. The best solutions come after listening to employees' concerns.

*For help and information on making **your** safety program better, contact your Loss Control Specialist at State Risk Management. Our number is 303-866-4293 or email us at [benefits.risk@state.co.us](mailto:benefits.risk@state.co.us)*



## **BLS UPDATE**

### **NATIONAL CENSUS OF FATAL OCCUPATIONAL INJURIES, 1999**

The number of fatal work injuries that occurred during 1999 was 6,023, nearly the same as the previous year's total. This is despite an increase in employment, according to the Census of Fatal Occupational Injuries, conducted by the Bureau of Labor Statistics, U.S. Department of Labor.

Decreases in job-related deaths from homicides and electrocutions in 1999 were offset by increases from workers struck by falling objects or caught in running machinery. Homicides fell from the second-leading cause of fatal work injuries to the third, behind highway fatalities and falls. Construction reported the largest number of fatal work injuries for any industry and accounted for one-fifth of the fatality total.

Highway crashes continued as the leading cause of on-the-job fatalities during 1999, accounting for one-fourth of the fatal work injury total. The number of these fatalities increased slightly over 1998 to reach the highest level since the BLS fatality census began in 1992. Slightly over two-fifths of the 1,491 victims of job-related highway fatalities were employed as truck drivers.

In contrast to fatalities resulting from crashes that occurred on public roadways, the number of workers killed in nonhighway crashes and overturnings or killed after being struck by a vehicle declined from the previous year. The number of workers killed in air, water, and rail vehicle incidents during 1999 was about the same as in 1998.

In 1999, deaths resulting from on-the-job falls increased slightly to 717. This increase, coupled with a decline in homicides, made falls the second-leading cause of fatal work injuries for the first time since the fatality census began in 1992. About half of the fatal falls were from a roof, ladder, or scaffold, and slightly over half of the fatal falls occurred in the construction industry.

Now the third-leading cause of on-the-job deaths, workplace homicides fell to the lowest level since the fatality census' inception in 1992. Job-related homicides totaled 645 in 1999, a 10 percent drop from the 1998 total and a 40 percent decline from the 1,080 homicides that occurred in 1994, which had the highest count in the 8-year period. The drop in homicides at work was most pronounced in retail trade, where homicides fell by 51 percent from 1994.

Among the job-related homicides for which a motive could be ascertained from the source documents, robbery continued to be the primary motive, followed by violence by co-workers and customers or clients.

Occupations with high numbers of homicides include those that typically engage in cash transactions or have valuables on hand, including managers of food and lodging establishments, sales supervisors and proprietors, cashiers, and taxicab drivers.

Workers struck by objects or equipment accounted for 10 percent of the fatal work injuries in 1999. These types of injuries increased from the previous year. Electrocutions accounted for 5 percent of the fatal injuries and decreased by 17 percent from 1998.

Contact with overhead power lines accounted for about two-fifths of the electrocutions.

On average, about 17 workers were fatally injured each day during 1999. Eighty-three percent of fatally injured workers died the day they were injured; 97 percent died within 30 days. There were 235 multiple-fatality incidents (incidents that resulted in two or more worker deaths), resulting in 617 job-related deaths. Although this was a slight increase over the 227 multiple-fatality events reported for 1998, there was a more substantial increase in the number of deaths resulting from these types of incidents in 1999 than in the previous year, when 555 worker deaths occurred.

Occupations with large numbers of fatal injuries included truck drivers, construction trades, and farm occupations.

Fatal injuries to truck drivers were at their highest level in the 8-year period.

Mechanics and repairers also reported a noticeable increase in fatal work injuries over the previous year, reaching its highest level in the 8-year period.

In contrast, the number of fatalities in sales occupations fell to its lowest level during the same period, primarily because of the drop in homicides.

A comparison of percent distributions of fatalities and employment can be used to evaluate the relative risk of a job-related fatality for a given industry or worker characteristic. For example, the construction industry accounted for 20 percent of the fatality total, 3 times its 6 percent share of total employment. While employment can be used to evaluate the relative risk of a fatal work injury, other measures, such as hours worked, also can be used.

Industry divisions with large numbers of fatalities relative to their employment include agriculture, forestry, and fishing; construction; transportation and public utilities; and mining.

Retail trade posted a substantial decline in the number of fatal work injuries in 1999 over the previous year; transportation and public utilities posted a substantial increase.

A decline in fatal work injuries among government workers resulted in the lowest levels during the 8-year period.

Men, the self-employed, and older workers suffered fatal injuries more often than their employment shares would suggest. Differences in the industries and occupations of these worker groups explain in part their high relative risk of fatal injury on the job.

Highway-related incidents were the leading cause of job-related fatalities among both men and women. Homicides, which had been the leading cause for women, were the second-leading cause in 1999. Falls ranked second for men.

Two-fifths of fatally injured workers under 18 years of age were killed while doing farm work; another one-fifth were killed while working for a retail trade establishment.



## Campaign Helps Distracted Drivers

There's general acknowledgment that drunken drivers and unbelted motorists pose dangers to themselves and others. Now a coalition is seeking to draw attention to another at-risk group: distracted drivers.

The Network of Employers for Traffic Safety aims to educate people about activities that keep them from steering the vehicle, such as cell phone use, putting on makeup, eating or even talking to other passengers.

The network estimates that one quarter to one half of the roughly 6 million crashes each year are caused by distracted drivers.

According to a telephone survey of 1,026 drivers released by the group, only 15 percent of drivers say they don't regularly talk to passengers, adjust radio or climate controls, eat, read, pick up something that falls or use the phone while driving.

Respondents to the survey considered distracted driving as the fourth most serious driving safety issue, following drunken driving, aggressive driving and speeding.

### Bad lifting: Why people don't bend at the knees

"Bend your knees" is probably the oldest lifting instruction, but it's often ignored. Why? It could be because squatting when grabbing something from the floor takes more energy, according to a report in the July issue of the Archives of Physical Medicine.

In a study involving 20 healthy volunteers, heart rates went up more when they raised and lowered a box by squatting compared to bending over from the waist. The extra energy required to lift safely could explain why people risk back strain by lifting with straight legs, according to the study.

It's estimated that 80 percent of adults are pained by lower back problems at some point. Bending knees and keeping the back straight when lifting is worth the extra effort to avoid the pain, say experts.



ADA

## ADA UPDATE

**ADA REACHES 10 YEAR MARK;  
EMPLOYERS CONTINUE TO WIN  
MOST ADA TITLE I CASES**

WASHINGTON, D.C., June 20, 2000 - The third annual American Bar Association survey of employment discrimination cases brought under Title I of the Americans with Disabilities Act shows employers prevailing more than 95 percent of the time. The study also shows employers prevailing in 85 percent of the administrative complaints handled by the Equal Employment Opportunity Commission.

These numbers confirm that it is becoming even more difficult for employees to prevail in Title I cases. The numbers of cases won by employees continues to decline, from 8.4 percent in 1992-97 (the date of the first survey), to 5.6 percent in 1998 (second survey), and 4.3 percent in 1999 (current survey).

According to John Parry, director of the ABA Commission on Mental and Physical Disability Law, one explanation for this outcome is that "procedural and technical requirements in the ADA create difficult obstacles for plaintiffs to overcome. In particular, plaintiffs in Title I cases must meet the ADA's restrictive definition of disability - a physical or mental impairment that substantially limits a major life activity - and still be qualified to perform essential job functions with or without employer-provided reasonable accommodations."

For a copy of the complete report, or more information on the Reporter, contact the ABA Commission on Mental and Physical Disability Law, 740 15th Street NW, Washington, D.C. 20005-1022, 202/662-1570 (voice), 202/662-1032 (fax).

## U.S. JUSTICE DEPARTMENT CELEBRATES TEN YEARS OF THE A.D.A.

The Department of Justice is marking ten years since the enactment of the Americans with Disabilities Act by noting its achievements in enforcing the A.D.A.

In the past ten years, the Department –

Established the toll-free ADA Information Line in

1994 that averages 110,000 calls each year from the public;

Established the ADA Home Page in 1996 that received over 6 million visits last year;

Published more than 40 technical assistance publications, and disseminated several million copies, including technical assistance manuals, an ADA Guide for Small Businesses, an ADA Guide for Small Towns, A Guide to Disability Rights Laws, and a series of question-and-answer publications on a wide variety of issues;

Developed public service announcements about the ADA featuring President Clinton and Attorney General Reno and disseminated them to TV and radio stations across the country;

Provided \$12 million to trade associations, disability rights groups, and other organizations to develop and disseminate 130 guides and fact sheets and 20 educational videotapes aimed at educating hotels and motels, grocery stores, restaurants, retail stores, dry cleaners, travel agents, medical professionals, child care providers, small businesses and other service providers, builders and contractors, town and city officials, courts, law enforcement, emergency response centers, people with disabilities, and other groups that are affected by the ADA;

Developed My Country, a documentary on people with disabilities' struggle for equality that aired on public television stations across the country in 1997 and 1998;

Placed a collection of 94 ADA publications developed by the Department, its grantees, and other federal agencies in 15,000 local public libraries, and sent a selection of 33 publications to 6,000 Chambers of Commerce around the country;

Each year for the past seven years, notified six million businesses through IRS mailings of their ADA responsibilities and how to obtain information about specific ADA concerns or issues;

Translated and reproduced ADA publications in Spanish, Cambodian, Chinese, Hmong, Japanese, Korean, Laotian, Tagalog, and Vietnamese for disseminated information, and promoted awareness of the ADA nationwide at over 1000 meetings of minority, disability, and professional organizations,

and trade organizations representing business and language-minority communities;

Reviewed hundreds of ADA publications, scripts, and videos developed by other agencies, grantees, and Disability and Business Technical Assistance Centers to ensure their legal and technical accuracy.

### **NEW ORLEANS SCHOOL BOARD WILL PAY \$80,000 AND ADOPT NEW POLICY TO ADDRESS DISCRIMINATION BY DISABILITY**

The Orleans Parish School Board in New Orleans will adopt a new system-wide policy to address the needs of individuals with disabilities who request accommodations in accordance with the Americans With Disabilities Act ("ADA"), the Justice Department has announced. In settling three complaints of discrimination, the School Board also agreed to provide annual training to its employees who are responsible for such requests, and the School Board is prohibited from engaging in discrimination or retaliation in violation of the ADA. The School Board will pay the two affected individuals \$30,000 and \$50,000 as monetary settlements of their claims of discrimination.

"These Settlements represent the Department's ongoing commitment to protecting the rights of individuals with disabilities, including individuals with HIV, from unlawful employment discrimination when requesting reasonable accommodations for their disabilities," said Assistant Attorney General for Civil Rights Bill Lann Lee.

The Equal Employment Opportunity Commission's regional office in New Orleans referred the complaints of discrimination to the Justice Department. The Orleans Parish School Board was found by the Justice Department to have discriminated against two school teachers with HIV in violation of the ADA by refusing to provide them with the reasonable accommodation of air-conditioned classrooms. Both of the teachers will be re-instated to teaching positions in the Orleans Parish School System in the Fall of the 2000-2001 school year.

The ADA prohibits public and private employers

from discriminating against a qualified individual with a disability by failing to provide him or her with a reasonable accommodation.

### **JUSTICE DEPARTMENT ANNOUNCES PROJECT CIVIC ACCESS**

Hailing a new initiative to ensure greater access for Americans with disabilities, Attorney General Janet Reno has announced agreements with ten communities that will improve access to all aspects of civic life including, courthouses, libraries, polling places, police stations, and parks.

The initiative, dubbed "Project Civic Access," is a wide-ranging effort to ensure that cities, towns, and villages comply with the Americans with Disabilities Act or "ADA."

One aspect of the initiative includes investigators surveying villages, towns, cities, and counties across the country. Another aspect includes the distribution of two user-friendly guides to cities and towns explaining how to comply with the ADA.

"Access to civic life is a fundamental part of American society," said Attorney General Janet Reno, who addressed an event in Warm Springs, Georgia commemorating the 10th anniversary of the ADA. "The ADA promises people with disabilities the opportunity to enjoy all the goods and services of municipal government. The Justice Department initiated Project Civic Access to ensure that this promise is fulfilled."

Besides the 10 initial cities in the project, negotiations continue with cities and towns in 15 additional states. On-site investigations have concluded in another 25 states, which will be notified in the fall of the changes needed to ensure accessibility. Local government officials across the country have indicated a willingness to make changes to comply with the ADA and have cooperated with the Department's investigations. The project began last fall.

Further information is available at the DOJ website [www.usdoj.gov/crt/ada/adahom1.htm](http://www.usdoj.gov/crt/ada/adahom1.htm).





## Six tips for protecting employees from falls

Injuries are usually severe when someone falls from an elevated work height. Falls are the leading cause of worker fatalities in the construction industry. Each year, approximately 150 – 200 workers are killed, and more than 100,000 are injured as a result of falls at construction sites.

Here are six ways to protect workers from falls:

### 1. Handrails on walkways and stairs.

We tend to take handrails for granted, but they definitely prevent falls. Getting employees to use handrails is another challenge. (How often do you use stairs while carrying something with both hands?) But first we must make sure handrails are in place.

### 2. Portable ladders should be in good condition and used properly.

Have a ladder inspection program in place. Portable ladders must be available. If ladders are stored away from the work area, an employee will stand on a box or simply climb on the equipment. We take the same shortcuts around the house. Rather than go to the garage to get the stepladder, we stand on a chair.

Extension ladders and folding ladders need to be secured, if possible. Tying the ladder to a structure with a piece of rope is always a good policy. Large extension ladders require two people to set them up. We've all risked injury by trying to handle ladders that are too heavy for one person.

### 3. Permanent ladders with cages need to be installed when there is a frequent need to use a ladder in that location.

Systems are now marketed that place a pole inside the ladder cage for attaching a fall protection harness.

### 4. Use properly installed scaffolding when needed.

A scaffold is the perfect answer to your fall protection needs if you have elevated work that is only done on rare occasions. Be aware that scaffolds need to be erected by trained scaffold builders, and that there are specific rules on how and when they need to be inspected.

### 5. Install landings and ladders where needed.

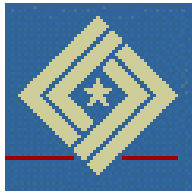
If employees frequently need to do tasks at elevated heights, landings with permanent ladders should be installed. If you find that you are repeatedly erecting scaffolds in the same spot, you might save money by putting in a permanent landing.

### 6. Fall arrest equipment must be provided along with training on its proper use.

The employee wears fall arrest equipment consisting of a harness similar to a vest that is attached to a tie line secured to a piece of equipment.

Wearing the harness correctly and securing the lanyard properly are two items that cause problems. You step into some harnesses like putting on a pair of pants; others are donned similar to a vest. All have several belts and clasps that need to be secured properly. The tie-off lifeline is simple to use, although it inhibits your movement as you work. The technical challenge comes in knowing where to tie off. OSHA standards identify the foot pounds that the tie-off area must sustain. Lifelines must be secured above the point-of-operation to an anchorage or structural member capable of supporting a minimum dead weight of 5,400 pounds. That sounds good, but identifying structures to sustain that weight isn't always easy, and there aren't always places above the worker to tie off.





## OSHA UPDATE

**\$487,000 IN PENALTIES  
PROPOSED FOR CF&I STEEL  
MILL IN PUEBLO**

A Colorado-based steel manufacturer has been cited by the Occupational Safety and Health Administration for more than 100 alleged violations of workplace safety and health standards.

CF&I Steel, L.P. (doing business as Rocky Mountain Steel Mills) in Pueblo, Colo., was cited by OSHA for 85 serious safety and health violations and 22 repeat violations following a comprehensive inspection prompted by a worker fatality last February. OSHA is proposing that the company pay \$487,000 in penalties.

"CF&I Steel is no stranger to OSHA inspections and should be very aware of safety and health regulations for its workers," said OSHA Administrator Charles N. Jeffress. "Just three years ago, OSHA fined the company \$1.1 million for some of these same issues; yet management has continued to disregard employee safety. The result is a tragedy that more attention to safety and health could have prevented."

Today's citations resulted from an investigation begun on Feb. 24, 2000 following the death of a steelworker at the Pueblo plant. The worker was transporting 140 tons of 20 foot-long steel rods to the plant's rail mill. His vehicle caught the lip of a protruding manhole cover, causing the load to shift and sending three of the rods -- at 800-900 degrees Fahrenheit -- through the cab of the vehicle. OSHA issued a citation for a serious violation with \$7,000 in proposed penalties for a manhole cover that did not comply with standard highway requirements.

The majority of the remaining alleged violations deal with walking-working surfaces, exits, personal protective equipment, materials handling and storage, machinery and machine guarding, and electrical violations.

OSHA has inspected the CF&I Steel facility 43 times since 1972 and issued citations in 31 of those inspections. In addition to the 1997 inspection mentioned by Jeffress, the company was inspected

twice last year, and received a total of \$111,500 in penalties for both serious and other-than-serious violations. The steel plant also had two fatal accidents in 1999.

CF&I Steel, a subsidiary of Oregon Steel Mills, Inc., is a steel manufacturing foundry that produces steel rail, rod, and bar, along with other associated steel products. The facility employs approximately 650 workers on a full-time basis.

A serious violation is one in which there is a substantial probability that death or serious physical harm could result, and the employer knew or should have known of the hazard. Repeat violations are those in which an employer has previously been cited within the last three years for the same, or a substantially similar, violation and which has become a final order and not under contest.

CF&I Steel has 15 working days to contest the citations and proposed penalties before the independent Occupational Safety and Health Review Commission.

## OSHA INTRODUCES NEW 'PLAIN LANGUAGE' WORKPLACE POSTER

OSHA has introduced a new workplace poster for informing workers of their rights to a safe workplace. The posters are free and may be downloaded from the OSHA Web site.

In keeping with the goals of the National Partnership for Reinventing Government, the new poster tells workers in plain language that they have the right to a safe workplace, how they may file a complaint, report an emergency, or seek OSHA advice, and that they have a right to confidentiality.

To get copies of the poster: download from the Web site at [www.osha.gov.oshpubs/poster.html](http://www.osha.gov.oshpubs/poster.html)

Private sector employers are required to post the OSHA poster at all worksites but state agencies are not currently regulated by OSHA and are not required to post the poster.

For a list of posters that are required to be posted by state agencies, go to the State Risk Management site [http://www.state.co.us/gov\\_dir/gss/hr/risk/posters.htm](http://www.state.co.us/gov_dir/gss/hr/risk/posters.htm)



**351400010**  
State Risk Management  
1313 Sherman St. #114  
Denver, CO 80203

